

TERMS OF DISBANDMENT.

Presented to Parliament by Command of His Majesty.



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ROYAL IRISH CONSTABULARY.

TERMS OF DISBANDMENT.

The Royal Irish Constabulary were informed on the 5th January, 1922, that the Government proposed to disband the Force and that men would be permitted to retire on the terms laid down for compulsory retirement in the 9th Schedule of the Government of Ireland Act, 1920. The text of the Circular announcing this decision is given in the Appendix (Document I.).

The question of making further arrangements to render less difficult the position of members of the Royal Irish Constabulary after disbandment was carefully considered by the Government, who finally approved the issue of the Circular given in Part 2 of the Appendix. This document was issued to every member of the Force on the 27th March, 1922. These arrangements were primarily made to meet the case of Irish members of the Royal Irish Constabulary whose position it was considered differed radically from that of the members of the Force recruited in Great Britain since the 1st December, 1919. The Circular given in Part 3 of the Appendix shows how far the general disbandment terms apply to British recruits.

In Part 4 of the Appendix is given a Circular issued to the Force on the 29th March, 1922, outlining the general arrangements to be followed during disbandment. In Section 4 of this Circular a further decision is announced in regard to the grant of free railway facilities to enable a man to move himself, his wife and dependents free of charge to any part of Great Britain or Ireland should he consider that it would not be safe for him to return to or remain at his home after disbandment. The cost of this concession is borne by Public Funds and the value of the railway tickets issued to a man under this arrangement will therefore, not be debited against him by the Tribunal when calculating his Disturbance Allowance under Section 2 of the Terms of Disbandment.

APPENDIX.

DOCUMENT No. I.

D. 745/1922.

ROYAL IRISH CONSTABULARY OFFICE,
Dublin Castle,
5th January, 1922.

The following Government announcement is issued for the information of the Officers and men of the R.I.C. :—

" His Majesty's Government has accepted the principle that if and when the Royal Irish Constabulary ceases to exist as an Imperial force, the members of the Force then

serving will be permitted to retire on pensions calculated on the terms provided by the Government of Ireland Act, 1920, for cases of compulsory retirement. Should, however, any pensioner take service in any police force, his pension will be liable to suspension during such service."

C. A. WALSH,
Deputy Inspector General.

*Issued to D.C.'s, C.I.'s, D.I.'s
and all existing Stations.*

DOCUMENT No. II.

*Circular issued to the Force on the 27th March, 1922,
embodying the Terms of Disbandment.*

ROYAL IRISH CONSTABULARY.

TERMS OF DISBANDMENT.

His Majesty's Government have decided that the following shall be the terms on which officers and men shall be disbanded:—

1. Compensation Allowance.

Every officer and man will be entitled to a compensation allowance calculated in accordance with the Rules in the Ninth Schedule to the Government of Ireland Act, 1920, applying to officers or men removed or required to retire; that is to say, he will be entitled to a pension calculated in accordance with the existing enactments relating to R.I.C. pensions, but the length of service on which the pension will be calculated will be not his actual length of service but his actual length of approved service with 12 years added thereto, and the salary on which the pension will be calculated will not be his actual salary but the salary which he would have been receiving had he continued to serve in the same rank for 12 years after the date of disbandment.

Provided that—

(1) No compensation allowance shall exceed two-thirds of the salary upon which it is calculated.

(2) Any member of the Force below the rank of District Inspector who joined prior to July 1st, 1919, shall be entitled if he so desires to calculate his pensions in fiftieths of his salary instead of in sixtieths, in which case he shall be entitled to add 10 years only to his actual service instead of 12 years.*

(3) The salary upon which the compensation allowance of a District Inspector is calculated will be the amount which it would have reached at the end of the added years

if, in the case of a D.I., Class III., he were entitled to promotion to the second class at the end of $1\frac{1}{2}$ years' service in the third class, and, in the case of a D.I., Class II., he were entitled to promotion to the first class at the end of eleven years' service in the second class.

(4) If any officer or constable dies after a compensation allowance has been awarded to him, the Treasury, if they think fit, may grant a pension or gratuities to his widow and children, as though the compensation allowance had been a pension awarded to him on retirement.

2. Disturbance Allowance.

If any officer or man, owing to molestation or danger or for any other cause whatsoever, moves his home either to another place in Ireland or to any place outside Ireland, he shall be entitled to be repaid the reasonable costs of such removal up to a maximum of one month's pay for unmarried men, two months' pay for married men with less than three children, and three months' pay for married men with three or more children.

These allowances will be payable at any time within 6 months of the date of disbandment.

In order to avoid any delay in the payment of these allowances, they will be payable *on demand* at the date of disbandment or at any time within 6 months thereafter; it must, however, be clearly understood that every officer or man who receives such an allowance will be required to produce to the Tribunal referred to in paragraph 7 below evidence that he has in fact moved his home; and if he has not moved his home or if the reasonable expenses of such removal are less than the amount of the allowance which he has received, the Tribunal may require him to refund the whole or part of the allowance as the case may be.

3. Free Railway Warrant.

Every officer and man will be entitled to a free railway warrant from the place of his disbandment to his home.

4. "Loading" of Compensation Allowance for 2 years after Disbandment.

In order that during the period when fresh employment will be hard to obtain every officer and man may be in receipt of a compensation allowance sufficient to enable him to live and maintain his family without other employment, arrangements will be made which will enable any officer or man with less than 15 years' service who so desires to commute so much of his compensation allowance as will enable that allowance to be increased during the first two years up to a maximum of 35/60 (or 30/50) of the maximum pay of his rank.

It is not practicable to give a complete table showing every man how much of his allowance after the first two years must be

commuted in order to produce this result, but the following examples are given as a guide:—

(A.) A Constable of 10 years' service with a compensation allowance of 38s. a week,* aged 30, will be able to increase his allowance to 2*l.* 15*s.* 6*d.* a week for 2 years. At the end of 2 years his pension will be reduced by 2*s.* 9*d.* a week to 35*s.* 3*d.*

(B.) A Head Constable of 11 years' service with a compensation allowance of 153*l.* 16*s.* 8*d.* per annum,* aged 33, will be able to raise his allowance to 207*l.* per annum for 2 years, with a subsequent reduction of 8*l.* 12*s.* per annum to 145*l.* 4*s.* 8*d.*

(C.) A married D.I. 3 of 6 years' service, aged 28, with a compensation allowance of 132*l.* per annum, will be able to raise his allowance to 256*l.* 13*s.* 4*d.* for 2 years, with a subsequent reduction of 10*l.* 7*s.* 8*d.* per annum to 121*l.* 12*s.* 4*d.*

(D.) A D.I. 1 of 12 years' service with a compensation allowance of 303*l.* 6*s.* 8*d.* per annum, aged 35, will be able to raise his allowance to 379*l.* 3*s.* 4*d.* per annum for 2 years, with a subsequent reduction of 12*l.* 10*s.* per annum to 290*l.* 16*s.* 8*d.*

In order that there may be no delay in computing the amount of the increased allowance to which an officer or man will be entitled under this provision, and the amount of the deduction which will subsequently have to be made from his allowance, he will be entitled to receive on demand a provisional increase in his compensation allowance sufficient to bring it up to half the pay he was receiving at the date of disbandment. His application for commutation will then be considered by the Tribunal, who will forward it with their recommendation to the Pensions Commutation Board; the full amount with arrears will be assessed and paid as soon as possible, and the man will at the same time be notified of the amount of the subsequent deduction.

5. Commutation for the Purpose of Emigration.

Officers and men who desire to take advantage of an approved scheme of overseas settlement, or have definite prospects of employment abroad within or without the Empire, will be permitted, with the approval of the Tribunal, to commute so much of their compensation allowance as will provide the necessary capital.

Officers and men who desire to emigrate should send in their names *immediately* to Head Quarters. Arrangements are being made for all such men to be interviewed by representatives of the Dominion Governments or of organisations such as the Canadian Pacific Railway, who will explain to them the prospects of and arrangements for overseas settlement.

* These allowances are calculated by sixtieths with 12 added years.

It is not practicable to give a complete table of commutations, but a man aged 30 will be able to obtain a capital sum of 500*l.* by the commutation of a pension of approximately 37*l.* per annum. Thus a constable of 10 years' service with a compensation allowance of 38*s.* a week will be able to obtain a lump sum of 500*l.* and will retain an allowance of 23*s.* 9*d.* per week.

6. Suspension of Compensation Allowance on Re-employment.

If any officer or man in receipt of a compensation allowance takes service in any other Police Force within or without the United Kingdom or is appointed to any office remunerated by moneys provided by Parliament (including any Parliament in Ireland) or which is a public office within the meaning of the Superannuation Act, 1892, his compensation allowance will be liable to suspension.

The principle on which this provision will be applied will be that if the pay of the new employment plus the compensation allowance exceeds the pay which the officer or man was receiving at the date of disbandment, the compensation allowance will be suspended to the extent of the excess. Thus, if a constable of 10 years' service who at the date of disbandment was in receipt of 4*l.* 10*s.* a week and is awarded a compensation allowance of 38*s.* a week, takes service in another Police Force at 3*l.* 10*s.* a week, his allowance will be suspended to the extent of 18*s.* a week.

At his final retirement, the compensation allowance, if it has been suspended in whole or in part, will revive, with this proviso that if he has earned a pension in respect of his subsequent service and the amount of that pension plus the compensation allowance exceeds two-thirds of the salary on which the compensation allowance was calculated or of the salary which he was receiving at the date of his ultimate retirement, whichever is the higher, the compensation allowance will be abated to the extent of the excess. Thus, if a County Inspector of 15 years' service, whose salary at the date of disbandment was 800*l.* per annum, and whose compensation allowance is 510*l.* per annum, is appointed to a public office at a salary of 400*l.* per annum (in which case he will receive during his subsequent service 400*l.* per annum of his compensation allowance, making a total emolument of 800*l.* per annum) and on his ultimate retirement is entitled to a pension in respect of his service in such office of 150*l.* per annum, his compensation allowance will be abated to the extent of 60*l.* per annum, thus giving him a total ultimate retiring allowance of 650*l.* per annum.

7. Tribunal for Dealing with Individual Cases of Exceptional Hardship.

A Tribunal will be appointed which, in addition to the functions mentioned above, will be empowered to consider and report to Government upon any individual case in which, in the opinion

of the Tribunal, exceptional hardship not otherwise provided for arises.

In carrying out this part of its work the Tribunal is intended to deal, and will deal, only with *exceptional cases*. It will be appointed forthwith, and will issue such rules and instructions as will as far as possible ensure that none but cases which are *prima facie* exceptional will be brought before it.

The Tribunal will be empowered to recommend—

(a) the extension up to a maximum of 6 months' pay of the disturbance allowance for the purpose of removal which may be granted under heading 2 above.

(b) the payment of gratuities, in addition to disturbance allowance, up to a maximum of 6 months' pay.

(c) such other exceptional provision as any individual case submitted to it may appear to require.

8. Method of Payment.

All the above allowances will be payable by His Majesty's Government from Imperial Funds.

DOCUMENT No. III.

Circular regarding the position of British Recruits, Royal Irish Constabulary.

D. 813/1922.

ROYAL IRISH CONSTABULARY OFFICE,
Dublin Castle.
31st March, 1922.

DISBANDMENT.

With reference to paragraphs 4 and 5 of Circular D. 805, paragraphs 3 and 4 of Circular D. 806 and Circular D. 810, all Officers engaged in disbandment should note the following :—

(1) Disturbance allowance will not be issuable to men enlisted in Great Britain since 1st December, 1919, as it is only for the benefit of men whose permanent homes are in Ireland. Consequently Form T.D. 1 will not be issued to these British enlistments.

(2) In the case of men enlisted in Great Britain since 1st December, 1919, a free travelling warrant is issuable only for the use of the man himself. If he has brought his family to Ireland, a travelling warrant may be issued for their repatriation only on condition that the cost is deducted from pension payments, as in the case of the British enlistments dispersed during February. Warrants

issued for the conveyance of families under this instruction should be separate from the warrant issued for the man himself, and it should be indicated therein that the cost is not chargeable against the public. See circular F. 768/1922 for other instructions in this connection.

(3) In issuing travelling warrants for families (whether Irish or British) care should be taken that where children to be conveyed are under 12 years of age this fact is clearly indicated in the warrant.

C. A. WALSH,
Deputy Inspector General.

Issued to:—

*Divisional Commissioners,
County Inspectors, and
District Inspectors.*

DOCUMENT No. IV.

Circular issued to the Force on 29th March, 1922, outlining arrangements to be followed during disbandment.

D. 805/1922.

ROYAL IRISH CONSTABULARY OFFICE,
Dublin Castle,
29th March, 1922.

DISBANDMENT OF ROYAL IRISH CONSTABULARY.

The previous issue of Circular D. 805 of 27th instant is hereby cancelled and the following is to be substituted:—

1. Disbandment of the force (other than that stationed in the counties of Antrim, Down, Armagh, Londonderry, Tyrone and Fermanagh and the cities of Belfast and Londonderry) will commence immediately and will proceed as rapidly as possible from day to day with the exception mentioned in paragraph 6 below. Special instructions as to the method of dispersal from Cork and Mullingar, together with the date of commencement of disbandment, will be issued as soon as possible.

2. Disbandment of the force stationed in the Northern Counties and Cities mentioned above, will not commence, pending further instructions, but it will be completed not later than the 31st May next.

3. Pay and allowances (including temporary and non-pensionable pay in respect of temporary rank) will be paid up to 31st March, 1922, inclusive, in all cases where dispersal takes place on or before that date. Where dispersal takes place after that date such pay and allowances will be paid up to and including the date of dispersal.

4. *Free Travelling Warrants*.—A free travelling warrant to his home will be issued to each member of the force. Where, however, any member of the force considers that he would be in danger if he were to return to or remain at his home after dispersal, a free travelling warrant will be issued to enable him to remove himself and his family to any place in Great Britain or Ireland. Such warrants will be issuable only in respect of the member of the force, his wife and children, or other dependant normally supported by him as a member of his household. Where a member of the force is moving his family and finds it advisable actually to accompany them, a separate warrant will be issued for their use. Travelling warrants will be issued on application prior to dispersal.

5. *Disturbance Allowances*.—Where any man demands disturbance allowance under the printed terms of disbandment, of which a copy is enclosed, he should be requested to complete the form T.D. 1. The District Inspector should certify the accuracy of the particulars in the space provided for the purpose. The allowance applied for should then be paid. It should not exceed however, one, two or three months' pay, as the case may be. The pay is to be the pay of the substantive rank and is not to include allowances. The payment of this allowance should be recorded under a special subhead entitled "Disbandment disturbance allowance."

6. "*Loading*" of Compensation Allowance.—Where any man with less than 15 years' service desires to claim at the date of disbandment a provisional increase in his compensation allowance, under paragraph 4 of the printed terms of disbandment, he should be requested to complete form T.D. 2. Such forms, when complete, should be made up in a bundle for each district, and sent to Finance Branch, R.I.C. Headquarters. No payment will be made by district Inspectors in respect of these applications.

7. Forms of pensionable service, with forms Z. 1 and Z. 2, will be sent at once to R.I.C. Headquarters (Administrative Branch) when dispersals have taken place.

8. *Daily Return of Dispersals*.—The County Inspector will furnish to the deputy Inspector General, R.I.C. Headquarters, a daily return of the number of men dispersed.

9. The following officers and men will be retained temporarily:

- (a) All District Inspectors and higher ranks.
- (b) Headquarters Staff at Dublin Castle.
- (c) Staff engaged at Dublin Castle on income tax work and issue of pensions.
- (d) County and District Headquarters staffs and men required by County Inspectors to deal with accounts, stores, arms, &c.
- (e) The Commandant Barrackmaster and dépôt staff at the R.I.C. dépôts, Phoenix Park and Gormanston, and at Ship Street Barracks, Dublin Castle.

(f) Station transport storekeeping and maintenance personnel of transport division at R.I.C. depôts at Phoenix Park, and Gormanston, including pumping station at Gormanston.

(g) Protection parties of 200 N.C.O.s and men at R.I.C. dépôt, 200 at Ship Street barracks and 250 at Gormanston.

(h) Wireless cadre at dépôt.

10. County Inspectors are responsible for seeing that all mess debts are paid before their men are dispersed or further concentrated.

11. Attention is called to the instructions contained in the circular of the 15th March 1922 (I. 795).

12. *Volunteers for Northern Police Force.*—Members of the Royal Irish Constabulary who make written application for enrolment in the Northern Police Force should not be disbanded until further notice. The applications should be forwarded daily to the deputy Inspector General, Royal Irish Constabulary Headquarters, the envelopes being marked "Enrolment." Forms 15, 15-2 and 23-6 should accompany each application.

C. A. WALSH,
Deputy Inspector General.

Issued to :—

*Divisional Commissioners,
County Inspectors, and
District Inspectors.*